

FORT BRAGG POLICY OR PRECEDENT (Ft Bragg Memo 25-50)		
1. SUBJECT Fort Bragg Alcohol and/or Drug Consumption Policy		2. MASTER POLICY NO. 91
3. ORIGINATOR IMSE-BRG-MWD	4. PHONE NUMBER 396-4100	5. DATE ESTABLISHED 1 October 2007
6. SYNOPSIS: (if more space is needed, use reverse side.) <div style="margin-left: 20px;"> a. Purpose. To set forth the installation policy in establishing an alcohol and drug free environment. b. General. (1) Alcohol and/or other illegal drugs are a significant health hazard and are counterproductive to employee efficiency. (2) Alcohol and/or other illegal drug use while on duty is a safety hazard to the user and to others present in the workplace. Alcohol shall not be consumed within one hour of reporting to any period of duty. (3) Consumption of alcohol and/or an illegal drug is prohibited during the duty day. Reporting to work or being on duty under the influence of alcohol and/or an illegal drug is prohibited. c. Policy. (1) Any amount of alcohol or illegal drug use during the duty day is prohibited. The use of any amount of alcohol and/or illegal drugs is discouraged one hour prior to any period of duty. (2) An employee can be considered to be under the influence of alcohol when the employee consumes any amount of alcohol while on duty or within one hour of duty. (3) An adverse personnel action for the use of alcohol or illegal drugs, or being under the influence of the same, can be supported by circumstantial evidence. Such circumstantial evidence can include, but is not limited to: supervisor or coworkers' observations of the employee's work performance, the smell of alcohol on the employee's person, or other common sense indicators of previous alcohol consumption. (4) Consumption of any amount of alcohol and/or illegal drugs on duty, or one hour prior to any period of duty is a menace to safety, is prejudicial to the maintenance or organizational discipline, and may adversely affect the efficiency of the agency. </div> <div style="text-align: right; margin-top: 10px;">(CONTINUED)</div>		
7. TYPE POLICY <input type="checkbox"/> NEW <input checked="" type="checkbox"/> CHANGE <input type="checkbox"/> REVOCATION	8. IDENTIFY POLICY AFFECTED This policy supersedes Master Policy No.91, dated 31 January 2005. <div style="background-color: black; height: 40px; width: 100%;"></div>	
10. APPROVED: <div style="text-align: center;">// original signed//</div> DANIEL B. ALLYN, BG, GS, Chief of Staff		
11. DIRECTIVE ON WHICH BASED (Show date, subject, and origin.) AR 600-85, 24 March 2006, Army Substance Abuse Program; MOA, 3 Aug 99		
12. DISTRIBUTION A,D,E	13. DATE PUBLISHED 24 January 2008	

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(5) The “duty day” is defined as the hours of a day (a daily tour of duty) and the days of an administrative workweek (a weekly tour of duty) that constitute an employee’s scheduled duty day for which they receive compensation from the Agency. The lunch period is considered non-duty time.

(6) Civilian personnel, upon completion of the duty day, who are in an “on-call” or “standby” status, are considered to be in duty day status.

(7) “Consumption of alcohol” as used above does not include the proper and intended use of such products as mouthwash and various over-the-counter products or medicines, which may contain trace amounts of alcohol. These products must be used in accordance with the manufacturer’s directions or doctor’s orders.

(8) Various exceptions to this policy may exist for events such as, holiday parties, organizational days, or other similar activities with prior written approval from the first commander in the grade of colonel (brigade level) or higher in the organization’s chain of command. An acting commander in the grade of colonel or higher can also approve an exception. If the acting brigade level commander is not in the grade of colonel, the next senior commander in the chain of command is the approval authority for the exception.

(9) The commander can authorize the consumption of alcoholic beverages but cannot authorize the resale of alcoholic beverages on Fort Bragg, even at unit functions such as holiday parties or organizational days.

(10) When a supervisor has a reasonable suspicion that an employee is using alcohol in violation of this policy, the supervisor can offer the employee an alcohol test, such as a breathalyzer.

d. Employee Assistance.

(1) Recognizing that alcohol or drug-dependent individuals may have difficulty in overcoming their addiction, the Employee Assistance Program (EAP) provides alcohol and drug abuse assistance to civilian personnel.

(2) Job security and promotional opportunities of personnel who are self-referred to the EAP will not be jeopardized except as limited by AR 380-67, which relates to security clearance.

(3) Supervisors may notify EAP of their observation and schedule an appointment for the employee. The employee may also contact the EAP on a direct referral basis. Employee Assistance Program participation by the employee is voluntary.

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e. Dispute Resolution. Disputes arising over this policy shall be processed in accordance with the negotiated grievance procedure or the Department of the Army grievance procedure, as appropriate.